

Multnomah Education Service District

Code: **GBM**
Adopted: 11/18/80
Amended/Readopted: 9/20/94; 11/15/05; 2/19/13;
6/16/15; 9/20/16
Orig. Code(s): 3820

Staff Complaints

The superintendent or designee will develop a complaint procedure which will be available for all employees who believe there is evidence of, and wishes to report a violation, misinterpretation or inappropriate application of district personnel policies and/or administrative regulations; a mismanagement, gross waste of funds or abuse of authority; or believe there is evidence that the MESD created a substantial and specific danger to public health and safety by its actions. Staff are encouraged to resolve concerns informally. However, the Board recognizes the need to provide for the orderly resolution of any complaint arising out of an alleged violation, interpretation or inappropriate application of MESD policies, administrative regulations or procedures.

Any employee who is subject to collective bargaining, and has access to complaint procedures in the collective bargaining agreement, shall utilize the complaint procedures.

Any employee who is not subject to collective bargaining may file a complaint through the administrative regulations developed by the superintendent and cabinet.

Administrative regulations will be developed to outline procedural timelines and steps under this policy, as necessary. The MESD will use the designated complaint process in administrative regulation GBM-AR - Staff Complaints to address any alleged violations of this policy.

END OF POLICY

Legal Reference(s):

[ORS 334.125](#) [OAR 581-024-0245](#)
[ORS 659A.199](#) to [-659A.224](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).

MESD Policy Cross Reference(s):

AA - MESD Purpose and Goals
AB - Mission, Vision, Values
AC - Non-Discrimination
GB - Personnel Policies
JFH - Student Complaints
KLD - Public Complaints about MESD Personnel